

HEA Salary Schedules 2023-26

2023-24 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	42,906	43,609	45,094	45,094	45,964	46,382
2.0	44,087	44,785	46,447	46,447	47,230	47,649
3.0	45,399	45,966	47,800	47,800	48,496	48,914
4.0	46,710	47,145	49,152	49,152	49,761	50,179
5.0	47,845	48,454	50,462	50,462	51,114	51,532
6.0	48,978	49,761	51,774	51,774	52,469	52,887
7.0	50,202	51,027	53,125	53,125	53,778	54,197
8.0	51,427	52,294	54,475	54,475	55,086	55,504
9.0	52,605	53,649	55,742	55,742	56,397	56,816
10.0	53,780	55,001	57,008	57,008	57,708	58,126
11.0	55,219	56,309	58,275	58,275	59,020	59,438
12.0	56,658	57,617	59,540	59,540	60,334	60,752
13.0	58,188	59,234	61,244	61,244	61,989	62,408
14.0	59,720	60,853	62,946	62,946	63,644	64,062
15.0	60,616	61,766	64,343	64,343	65,168	65,586
16.0	61,524	62,692	65,738	65,738	66,691	67,109
17.0	62,447	63,633	67,402	67,402	68,267	68,685
18.0	63,384	64,587	69,064	69,064	69,841	70,260
19.0	64,334	65,556	70,821	70,821	71,616	72,041
20.0	65,299	66,540	72,576	72,576	73,390	73,821
21.0	68,564	69,867	76,205	76,205	77,060	77,513

2023-24 Longevity Schedule

After 13-14 Years	2,828
After 15-19 Years	3,114
After 20-24 Years	3,686
25+ Years	4,756

2024-25 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	43,764	44,481	45,996	45,996	46,883	47,310
2.0	44,969	45,681	47,376	47,376	48,175	48,602
3.0	46,307	46,885	48,756	48,756	49,466	49,892
4.0	47,644	48,088	50,135	50,135	50,756	51,183
5.0	48,802	49,423	51,471	51,471	52,136	52,563
6.0	49,958	50,756	52,809	52,809	53,518	53,945
7.0	51,206	52,048	54,188	54,188	54,854	55,281
8.0	52,456	53,340	55,565	55,565	56,188	56,614
9.0	53,657	54,722	56,857	56,857	57,525	57,952
10.0	54,856	56,101	58,148	58,148	58,862	59,289
11.0	56,323	57,435	59,441	59,441	60,200	60,627
12.0	57,791	58,769	60,731	60,731	61,541	61,967
13.0	59,352	60,419	62,469	62,469	63,229	63,656
14.0	60,914	62,070	64,205	64,205	64,917	65,343
15.0	61,828	63,001	65,630	65,630	66,471	66,898
16.0	62,754	63,946	67,053	67,053	68,025	68,451
17.0	63,696	64,906	68,750	68,750	69,632	70,059
18.0	64,652	65,879	70,445	70,445	71,238	71,665
19.0	65,621	66,867	72,237	72,237	73,048	73,482
20.0	66,605	67,871	74,028	74,028	74,858	75,297
21.0	69,935	71,264	77,729	77,729	78,601	79,063

2024-25 Longevity Schedule

After 13-14 Years	2,828
After 15-19 Years	3,114
After 20-24 Years	3,686
25+ Years	4,756

2025-26 Salary Schedule

Step	BA	BA+16	BA+37	MA	MA+16	MA+30
1.0	44,639	45,371	46,916	46,916	47,821	48,256
2.0	45,868	46,595	48,324	48,324	49,139	49,574
3.0	47,233	47,823	49,731	49,731	50,455	50,890
4.0	48,597	49,050	51,138	51,138	51,771	52,207
5.0	49,778	50,411	52,500	52,500	53,179	53,614
6.0	50,957	51,771	53,865	53,865	54,588	55,024
7.0	52,230	53,089	55,272	55,272	55,951	56,387
8.0	53,505	54,407	56,676	56,676	57,312	57,746
9.0	54,730	55,816	57,994	57,994	58,676	59,111
10.0	55,953	57,223	59,311	59,311	60,039	60,475
11.0	57,449	58,584	60,630	60,630	61,404	61,840
12.0	58,947	59,944	61,946	61,946	62,772	63,206
13.0	60,539	61,627	63,718	63,718	64,494	64,929
14.0	62,132	63,311	65,489	65,489	66,215	66,650
15.0	63,065	64,261	66,943	66,943	67,800	68,236
16.0	64,009	65,225	68,394	68,394	69,386	69,820
17.0	64,970	66,204	70,125	70,125	71,025	71,460
18.0	65,945	67,197	71,854	71,854	72,663	73,098
19.0	66,933	68,204	73,682	73,682	74,509	74,952
20.0	67,937	69,228	75,509	75,509	76,355	76,803
21.0	71,334	72,689	79,284	79,284	80,173	80,644

2025-26 Longevity Schedule

After 13-14 Years	2,885
After 15-19 Years	3,176
After 20-24 Years	3,760
25+ Years	4,851